

Delaware's Early Learning Professional Development System

PD Committee Framework

As a result, the state's PD system will:

- Foster continuous growth.
- Provide clarity about the growth of early learning educators and administrators and their placement on the state's career ladder (requirements and steps).
- Provide consistent compensation across the State's public/private early learning systems.
- Provide consistent quality in interactions with children across early learning environments.
- Have evidence that early learning educators' and administrators' new knowledge and skills is observable in practice.
- Define minimum levels of qualifications needed by early learning educators and administrators.
- Promote a competent, educated, motivated prepared workforce.
- Offer clearly defined pathways for professional growth.
- Have a clearly articulated career lattice that allows for professional growth and compensation.
- Link compensation to early learning educators' and administrators' education and role.

Recommendations Overview

- One set of Recommendations containing 8 individual recommendations across 3 categories that as a whole define a new Professional Development System;
- Categories are: Preparation, Non-Credit Training, Continuing Professional Development; Governance and Infrastructure; Financing ;
- DECC will accept Recommendations early 2017;
- Early Learning Programs and Workforce Committee will lead implementation planning and efforts;
- Early Learning Programs and Workforce Committee meeting will be held early 2017;

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Committee Charge

Building from the strengths of the state's present professional development system, the Committee is charged with three responsibilities: developing action-oriented recommendations that will (1) bolster the present system to create enhanced responsiveness to current practitioner and program needs and interests; (2) improve the state's existing professional development systems and structures so they form a platform that supports Delaware's future vision for a statewide professional development system; and (3) identify future oriented professional development components and next steps that are actionable beginning in 2016 and can be completed by 2019.

Committee Focus

- Early learning educators who work with children in group settings serving children from birth to 5 years
- Early learning administrators who work with children in group settings serving children from birth to 5 years
- These are: Teachers, assistant teachers/paraprofessionals, aides, interns, family child care providers, special education teachers/special instructors, itinerant teachers
- These are also: Center directors, Head Start directors, school principals, curriculum coordinators, early intervention administrators

Committee Vision

Delaware's early learning professional development system is data informed, collaborative, accessible, supported with sustained funding and prepares educators and administrators to provide the highest quality early learning experiences for children birth through age five and their families.